



MALE NURSING

Careers for Men and Women series

45

A detailed description
of qualifications, training and
prospects of employment



ISSUED BY THE MINISTRY OF LABOUR AND NATIONAL SERVICE

CAREERS FOR MEN AND WOMEN SERIES

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NOTE

This pamphlet is one of a series compiled by the Appointments Department of the Ministry of Labour and National Service with the co-operation of professional and educational organisations, Government Departments and other interested bodies.

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MINISTRY OF LABOUR AND NATIONAL SERVICE,
ST. JAMES'S SQUARE, LONDON, S.W.1.

February, 1945.

MALE NURSING

1. *Scope*

Nursing is still regarded by laymen as an unusual career for men. The number of male nurses has, however, been increasing during the past quarter of a century and they have now established for themselves a secure place and a high reputation in hospitals and institutions and in industrial and private nursing. The fact that very few male nurses ever leave the profession after the completion of their training, demonstrates the satisfying nature and conditions of the work. If a male nurse marries, he generally makes his home within easy reach of his employment, but in most mental hospitals married quarters are provided by the hospital authorities. At the present moment male nurses in the country number rather more than 25,000, the majority of whom are trained as mental nurses and have not received a training in general nursing.

Nursing as a career for men offers a good choice of fields. There are openings for male nurses in the Services, general nursing, sanatorium nursing, mental nursing, nursing of venereal disease, industrial nursing and in private nursing. It is possible that the opportunities in these fields will be expanded and that other fields will open with the development of the National Health Services.

2. *Pre-Entry Qualifications*

Normally entrants should be between the ages of 18 and 30 unless they have had previous experience, such as nursing work with H.M. Forces. Many hospitals do, however, accept suitable men over the age of 30 for training. In mental hospitals it is preferred that male nurses should be at least 20 years of age before entering the service. Whatever their age entrants must be physically fit for nursing duties ; education of a secondary school standard or the possession of a school leaving certificate, though not a requirement for acceptance, is increasingly desirable. Candidates without these educational qualifications are, however, acceptable if they are considered temperamentally fitted for

nursing and capable of undertaking the necessary course of training and examination.

The position of ex-service men

- (a) Ex-members of the medical branches of H.M. Forces who have obtained Army Form C.344 (Certificate of Qualification as an Army Trained Nurse), or its equivalent in the Royal Navy or Royal Air Force, are eligible to sit for the General Nursing Council's Final examination for State Registered Nurses and, if successful, will be admitted to the Register of Nurses.
- (b) If an ex-service man has obtained on or before 17th March, 1943 (in Scotland 5th August, 1943), at least two years' training or experience in the nursing of the sick, under the supervision of trained nursing staff in a hospital or institution, he will be regarded by the appropriate General Nursing Council as eligible for admission to the Assistant Nurses' Roll. Application for enrolment must be made by 6th February, 1946 (5th June, 1946, in Scotland).
- (c) Ex-service men who possess other Service nursing qualifications or experience may also be eligible for admission to the Roll of Assistant Nurses maintained by the General Nursing Councils. Individual application should be made to the appropriate Council, as soon as possible. The closing date for applications has not yet been announced.

The addresses of the General Nursing Councils are :

The General Nursing Council for England and Wales,
23, Portland Place,
London, W.1.

The General Nursing Council for Scotland,
5, Darnaway Street,
Edinburgh, 3.

3. *Training*

There are at present three branches of nursing to which men are recruited for training :—

- (1) *General Nursing*, covering the field of nursing in general hospitals ;

- (2) *Mental Nursing*, relating to the care and treatment of persons suffering from mental and nervous illness ;
- (3) *Mental Deficiency Nursing*, consisting of the treatment and training of children and adults who through retarded or defective mental development require institutional care.

(1) General Training

General training includes medical and surgical nursing, the care of acute and chronic physical ailments, and genito-urinary and venereal diseases of male patients. Male student nurses are accepted for training as general nurses at hospitals which are approved as male nurse training schools by the General Nursing Council for England and Wales. There are no such approved schools in Scotland. The training accords with the syllabus used for female nurses, except that the diseases peculiar to women are not included. During the training, the Preliminary and Final parts of the State Register examinations are passed, after which candidates are qualified as general State Registered Nurses and are eligible for appointment as staff nurses in a general hospital. The Final examination may be taken after three years' training, but in some hospitals the contract is for four years.

(2) Mental Nurses' Training.

Mental nursing is concerned with the care of in-patients suffering from mental or nervous illness, a considerable percentage of whom are now admitted to hospitals as voluntary patients under statutory provisions. In order to carry out the doctor's directions, the mental nurse must understand the basic facts about mental health and illness and must learn to apply the modern methods of physical treatment as well as bedside nursing. Mental nurses are also closely concerned with the occupational and recreational treatment of the patients and with their rehabilitation. A great number of hospital patients are able to lead an active life and are occupied in work-rooms and shops, in domestic departments, in the gardens or in various forms of handicrafts. Amusements and physical training—including regular dances, cinema performances, concerts, games and classes—also form part of the hospital life and treatment. It will be seen, therefore, that interest in

occupational, social and educational matters are of value to the mental nurse.

The training period for mental nurses is at least three years. There are two qualifications which successful candidates may obtain after examination :—

- (i) Registration by the General Nursing Council is granted after successful completion of training at a hospital recognised by that body as a training school for mental nurses. The Preliminary part of the training for nurses who are studying for the examinations of the General Nursing Council is the same as for general nursing ; the second and Final part entails among other subjects a detailed study of mental and nervous disorders and a knowledge of normal and abnormal psychology.
- (ii) The Certificate of the Royal Medico-Psychological Association, 11 Chandos Street, London, W.1, is granted after successful completion of training at a mental hospital recognised by that body as a training school.

Both qualifications entitle the holder to be regarded as a qualified mental nurse.

The prospects are good in mental nursing. There are posts of high responsibility to which the male nurse can be promoted and the male departments of mental hospitals are very largely under male staffing and control.

(3) Mental Deficiency Training.

Mental deficiency nursing is concerned with the care of children and adults in whom development of mind has, to a greater or lesser degree, been arrested at an early age. The mental deficiency nurse needs to know something about bedside nursing, but the main treatment in mental deficiency institutions consists of training, modified to suit the mental capacity of the patients. In the case of children this is carried out in schools and in occupational centres and in the case of adults in workshops, handicraft centres, farms, gardens, etc. Physical training, games and recreation form an important part of the mental defective's life, and the aim of all such treatment and training is to improve his behaviour and to

enable him to go back into the community, if possible, as a wage earner.

As in the case of mental nurses, the training period is for at least three years and qualification at the end of the period after examination may be Registration by the General Nursing Council on the State Register of Mental Deficiency Nurses or the Certificate of the Royal Medico-Psychological Association in Mental Deficiency Nursing.

Assistant Male Nurses.

The wisest course, whenever possible, is to become a student nurse and train for State Registration but men who do not wish or feel able to take such training may be eligible for appointments as Assistant Nurses, after undergoing the prescribed course. The training can be undertaken in hospitals and institutions recognised for the training of Assistant Nurses and the period of training is two years. A male Assistant Nurse admitted to the Roll of Assistant Nurses is eligible, in the Administrative County of London, for a salary of £4 9s. 6d. a week rising eventually to £5 5s. 6d. The salary is 4s. lower in the Metropolitan Police Area outside the Administrative County of London and 9s. 6d. lower in the rest of England and Wales.

Salaries during Training and Examination Fees

Male nursing is one of the few careers in which a salary is paid during training.

Salaries for male student nurses of 20 years and over in training for General State Registration are as follows:—

In the Administrative County of London—

1st year £3 15s. 6d. a week

2nd year £3 18s. 6d. a week

3rd year £4 1s. 6d. a week

4th year (if under 4 years' contract) £4 5s. 6d.
a week BEFORE State Registration

4th year (if under 4 years' contract) £4 9s. 6d.
a week AFTER State Registration.

In the Metropolitan Police Area outside the Administrative County of London rates are 4s. a week less, elsewhere in England and Wales 9s. 6d. less.

In the case of resident student nurses in training for general State Registration, appropriate charges for board and lodging are usually made and are generally not more than £1 7s. a week.

No scales have been laid down for general male nurses in Scotland.

Salaries for male student nurses of 20 years and over taking training in mental or mental deficiency nursing are the same throughout England and Wales, and Scotland :—

1st year £3 10s. 0d.

2nd year £3 13s. 0d.

3rd year £3 16s. 0d.

4th year £4 0s. 0d.

For resident student nurses taking training in mental or mental deficiency nursing, the above salaries are reduced by £1 7s. 0d. a week in view of the provision of board and residence.

Examination fees are paid by the students themselves.

4. Opportunities for Promotion and Appointment to Higher Posts

(a) Opportunities for Qualified Male Nurses in Institutional and analogous posts

There are opportunities for advancement to the same grades as those available to women who are trained nurses. In general hospitals in England and Wales the grades of promotion above the rank of Staff Nurse (with a maximum salary of £5 15s. 6d. a week) pass through that of Charge or Head Male Nurse (maximum £6 15s. 6d. a week) to Superintendent Male Nurse (maximum £7 5s. 6d. a week).

The figures quoted are for the Administrative County of London. In the Metropolitan Police Area outside the County they are 4s. lower, and in the rest of England and Wales 9s. 6d. lower.

A teaching certificate of a male nurse tutor, if this is obtained, qualifies a man for an appointment carrying a

salary ranging from £6 15s. 6d. to £9 10s. 6d. a week in the Administrative County of London, with deductions for board and lodging.

In mental nursing in England and Wales a male Staff Nurse receiving £4 15s. 0d. to £5 10s. 0d. a week, may be promoted to deputy Charge Nurse with a maximum salary of £6 a week, and to Charge Nurse with a maximum salary of £6 10s. 0d. a week. Above the rank of Charge Nurse in Mental Hospitals there are appointments as Departmental Nurse (£5 18s. 0d. to £6 18s. 0d. a week), Male Tutor with salaries ranging (if the nurse possesses a teaching certificate), from £6 10s. 0d. to £9 5s. 0d. a week, Deputy Chief Male Nurse with a maximum salary of £8 10s. 0d. a week and Chief Male Nurse with a maximum salary of £620 per annum. All these scales are for non-resident posts. In Scotland salaries are substantially the same.

In the higher appointments in mental hospitals Staff Nurses, Deputy Charge Nurses and Charge Nurses who are general State Registered nurses in addition to being Qualified Mental nurses, receive 4s. a week more than the rates mentioned here.

The development of a mental health service is now under active consideration and the great advances taking place before the war will no doubt be resumed at the earliest possible moment. Research and practical experience is constantly adding to our knowledge but there is much still to be learnt and pioneer work to be done. The nursing of children and adults suffering from nervous and mental illness and from mental retardation and defect calls for a team of men and women of understanding, patience and initiative. Male nurses can play an important part in this field, which may well in the future be extended beyond the hospitals and institutions to other health services which will be concerned in the preservation of mental health in the community.

A field which offers considerable interest and scope for general trained (S.R.N.) male nurses is found in the nursing of venereal diseases. Such nurses employed in V.D. clinics are paid attractive salaries. A V.D. clinic male nurse in England and Wales receives a salary in the Administrative County of

London of £5 15s. 6d. rising to £7 3s. 6d. a week, whilst a V.D. clinic male nurse in charge receives an increase on this scale of 8s. a week. In the Metropolitan Police Area outside the Administrative County of London and in the rest of the country, these rates are reduced as set out earlier in this section.

The social and professional aspect of the nursing of venereal disease is obviously important. Here is a branch of work, interesting from the technical point of view, and necessitating research both social and professional. Laboratory work, scientific investigation involving the use of the microscope, micro-photography and the study of bacteriology enter into this branch of nursing.

(b) Opportunities for qualified Male Nurses outside the Institutional Field.

Details of higher posts in institutional work are given in the previous paragraphs. There are, however, a number of other fields in which qualified male nurses are able to find lucrative and interesting careers which are widening and increasing.

Industrial Nursing. There is scope for the male nurse in the heavy industries, for example, foundries and steelworks, where men and boys were almost exclusively employed in peace time, and in shipbuilding, docks, building sites and large chemical works. In addition to these special fields, some large factories have separate ambulance rooms for the two sexes, staffed by trained men and women.

In industrial nursing the male nurse has a share in the preventive side of industrial medicine, and his outlook will be towards positive health. In this work the male nurse will acquire fascinating knowledge of industrial processes, which will appeal to those with such leanings. There is, too, ample opportunity for the study of social problems as they affect the industrial population. It is likely that more male nurses will be appointed in the industries where

their services are particularly suitable, with the increasing recognition of the importance of industrial health and at a time when men with suitable training are being released from H.M. Forces.

Registered male nurses are eligible on the same terms as State Registered women nurses for state assistance in a training course for industrial nursing. This course is comprehensive and includes a period of practical work in factories of different types, the aim being a sound preparation for the appreciation of the health problems of workers in relation to their occupation, and of the methods of preventing injury to health arising from the conditions of work. The salaries of fully qualified male nurses usually compare favourably with those of registered male nurses in institutions.

Private Nursing. Private nursing is another field in which many male nurses like to practise, and there is at the present time an unsatisfied demand for both general and mental trained male nurses. Pay is good and the work offers much variety and sometimes good opportunities for travel.

5. *Superannuation*

(a) Voluntary Hospitals

Under the Federated Superannuation Scheme for Nurses and Hospital Officers, it is possible for nurses in voluntary hospitals to make provision for an endowment insurance or a deferred annuity policy. Under the scheme the nurse contributes five per cent. of salary and emoluments, and the employer ten per cent. of salary and emoluments. The nurse is thus enabled to receive a pension or a capital sum for investment at the age of 55 years (Scotland 60 years). It is advisable, therefore, to enquire about superannuation arrangements at the commencement of training.

(b) Local Authority Posts

Nurses employed in municipal hospitals are usually

eligible to participate in the Superannuation Scheme of the Local Authority. The Local Government Superannuation Acts, 1937 and 1939 and the corresponding Scottish Acts apply, with a few exceptions, to all officers of Local Authorities who are employed whole time and to such classes of servants as may be specified by a Local Authority by statutory resolution. The minimum age at which persons may enter into the scheme is eighteen, and sixty-five is the compulsory retiring age. Persons who are over fifty-five years of age on taking up employment and cannot complete ten years' service before reaching sixty-five are not allowed to become contributory employees. A superannuation allowance may be claimed by a contributor when he reaches sixty years of age after forty years' service, or earlier on the grounds of permanent ill-health if the minimum of ten years' service has been completed. Contributions by employees are normally six per cent. of their annual remuneration. The superannuation allowance paid is at the rate of one-sixtieth of the annual average remuneration over the last five years of service for each completed year of contribution service and one one-hundred-and-twentieth for each year of non-contributing service ; no superannuation allowance can exceed two-thirds of the average remuneration. Gratuities may be granted to those not entitled to a superannuation allowance when they cease to be employed. In general, provision is made for the transfer of accrued pension rights where the nurse changes service from one Local Authority to another.

At present the superannuation schemes applicable to nurses of voluntary hospitals and those of Local Authorities are not interchangeable. Nurses, therefore who have held posts at voluntary hospitals and who wish to gain experience in public health work under a Local Authority may at present experience difficulty on this account. The Joint Superannuation Sub-Committee of the Rushcliffe and Taylor Committees has recently published a report making recommendations, the object of which is to secure uniformity and interchangeability of superannuation rates for nurses. Legislation will be required to implement the recommendations and the Minister of Health and the Secretary of State for Scotland are now considering the Sub-Committee's Report.

(c) Mental Hospitals and Mental Deficiency Institutions

Under the provisions of (i) The Asylums Officers' Superannuation Act, 1909, all established officers and servants employed in Local Authority mental hospitals and (ii) the Asylums and Certified Institutions (Officers' Pensions) Act, 1918, all established officers and servants employed in Local Authority mental hospitals and in certified institutions for defectives, are superannuable. Normally nurses engaged in mental hospitals are eligible to retire on pension at the age of fifty-five years after completing not less than twenty years' service, but nurses in certified institutions after completing the twenty years have to continue in employment till they reach sixty years of age. A nurse in either type of institution is pensionable after ten years' service if permanently incapacitated through ill-health.

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* Information on Teaching may be obtained from the pamphlets on
"Teaching as a Career" prepared by the Ministry of Education
and the Scottish Education Department.



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